

MEMORANDUM OF UNDERSTANDING
 Between
 Salem Keizer Education Association
 And
 Salem-Keizer Public Schools

Site-Based ELL Facilitator Differential

This Memorandum of Understanding will serve to amend the current Collective Bargaining Agreement (CBA) between the Salem Keizer Education Association (SKEA) and the Salem-Keizer School District for the 2019-20 and 2020-2021 school years. The Association and District agree that all site-based ELL Facilitators who are employed for the 2019-2020 and 2020-2021 school years will receive the differential percentages outlined below on the following schedule:

2019-2020 Differential Rates:

Differential Percentage	Y and T Students as-of October 1, 2019
9.0%	> 350
7.0%	150 - 349
4.0%	101 - 149
3.0%	76 - 100
2.0%	1 - 75

Facilitators will receive the listed differential based on MA+0, step 4 of the salary schedule. The ELL Y and T student count is based on the population as of October 1, 2019. The 2019-2020 differential rates will only be in effect during the 2019-20 school year and teachers fulfilling these positions will receive the differential in their monthly pay.

The District and Association agree to restructure the facilitator differential for the 2020-2021 school year in order to hire more ELL Facilitators and reduce the ELL Facilitators' caseloads as outlined below on the following schedule:

2020-2021 Differential Rates:

Number of Y and T Students on Caseload as of October 1, 2020	Differential Percentage
0-50 Students	2%
51-100	3%
101-150	4%

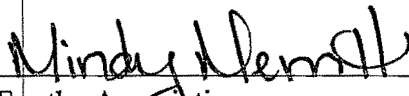
Facilitators will receive the listed differential based on MA+0, step 4 of the salary schedule. The ELL Y and T student count is based on the population as of October 1, 2020 and teachers fulfilling these positions will receive the differential in their monthly pay.

When an ELL Facilitator reaches the cap of 150 students on their caseload, another ELL Facilitator will be added to the school. Schools with multiple facilitators will divide the student caseload as evenly as possible so that each facilitator has approximately the same number of students they are responsible for in a given building. In the event another facilitator cannot be hired, the cost of the differential for the unfilled facilitator position will be used to pay for a substitute teacher to allow release time of an existing ELL Facilitator to complete the work due to the additional student caseload according to the attached ELL Facilitator Caseload Chart. Once an additional ELL Facilitator(s) is (are) in place, substitute time will be reduced or will no longer be issued to the ELL Facilitator(s) accordingly.

The District shall begin recruitment of additional ELL Facilitators after January 1, 2020. The parties agree to meet on May 27, 2020 to review recruitment efforts and determine if any modification to this current MOU is required related to substitute time for an ELL Facilitator shortage. If the parties do not agree to modifications of this current MOU related only to substitute time for an ELL Facilitator shortage, the differential scale for 2019-2020 will be used for 2020-2021.

During the 2020-2021 school year, ELL Facilitators shall be paid for three facilitator meetings and first year facilitators will be paid for one additional meeting for the purpose of ELL Facilitator orientation. If additional meetings are offered during the school year, facilitators may attend, but will not be paid for attending additional meetings.

This MOU shall expire on June 30, 2021.



For the Association



For the District

1-15-2020
Date

1/15/2020
Date

ELL Facilitator Caseload Chart

Student Load	Number of Facilitators	Missing Facilitator(s)?	Differential per Facilitator	Differential % converted to sub time.	Number of missing Facilitators	Total Differential allocation to the building
1 to 50	1	No	2%	NA	NA	2%
51 to 100	1	No	3%	NA	NA	3%
101 to 150	1	No	4%	NA	NA	4%
151 to 200	2	No	3%	NA	NA	6%
151 to 200	1	Yes	4%	2%	1	6%
201 to 300	2	No	4%	NA	NA	8%
201 to 300	1	Yes	4%	4%	NA	8%
301 to 450	3	No	4%	NA	NA	12%
301 to 450	2	Yes	4%	4%	1	12%
301 to 450	1	Yes	4%	8%	2	12%
451 to 600	4	No	4%	NA	NA	16%
451 to 600	3	Yes	4%	4%	1	16%
451 to 600	2	Yes	4%	8%	2	16%
451 to 600	1	Yes	4%	12%	3	16%
601 to 750	5	No	4%	NA	NA	20%
601 to 750	4	Yes	4%	4%	1	20%
601 to 750	3	Yes	4%	8%	2	20%
601 to 750	2	Yes	4%	12%	3	20%
601 to 750	1	Yes	4%	16%	4	20%
751 to 900	6	No	4%	NA	NA	24%
751 to 900	5	Yes	4%	4%	1	24%
751 to 900	4	Yes	4%	8%	2	24%
751 to 900	3	Yes	4%	12%	3	24%
751 to 900	2	Yes	4%	16%	4	24%
751 to 900	1	Yes	4%	20%	5	24%
901 to 1050	7	No	4%	NA	NA	28%
901 to 1050	6	Yes	4%	4%	1	28%
901 to 1050	5	Yes	4%	8%	2	28%
901 to 1050	4	Yes	4%	12%	3	28%
901 to 1050	3	Yes	4%	16%	4	28%
901 to 1050	2	Yes	4%	20%	5	28%
901 to 1050	1	Yes	4%	24%	6	28%

The ELL Facilitator Chart will be used as guidance by the parties to maintain a shared document containing: all facilitators, their worksites, assigned differentials, converted sub time (if any), and student caseload. The shared document will be adjusted as appropriate if/when facilitator positions are vacated or filled.